

# **Colorado WIOA Implementation Local Workforce Investment Boards and One-Stop System WIOA FAQ**

## **Local Board Membership**

### **Who are required local area board members under WIOA?**

The minimum required composition of local area boards includes at least 51% business representatives, at least 20% Workforce representatives, and at least one representative each from Adult Ed, Voc Rehab, Higher Ed, Wagner-Peyser, and Economic Development. Representatives of other partners and stakeholders may be appointed by the chief elected official.

### **When does my local board need to match that composition?**

Local workforce development boards should meet the minimum qualifications by October 1, 2015.

### **What does WIOA mean by “workforce representatives”?**

Workforce representatives include members of labor organizations, training directors of joint labor/management apprenticeship programs, and representatives of community based organizations that have expertise in serving eligible youth or individuals with barriers to employment.

### **Can one person represent multiple categories?**

On a local workforce development board, one person can represent multiple categories. There must still be at least two labor organization representatives.

### **What happens if a current board member is not a part of one of these categories? Is the result different if the board meets the new criteria already?**

Chief elected officials maintain the authority to appoint other individuals or representatives of entities to the board as they determine to be appropriate, as long as the required representation of each category is achieved. Each individual board will have to make decisions about how to meet the new membership percentage guidelines, which can be achieved by adding additional members, removing current members, or some combination of the two. If the new criteria are met, then there may be no reason to change the status of current members.

## Local Board Responsibilities

### What are the new required functions of local boards?

New requirements are added for boards to lead efforts to engage employers in the workforce development system through the development of sector partnerships, support the development of career pathways, and leverage non-federal resources. Boards must also coordinate with education providers and assess the accessibility of the one-stop system for individuals with disabilities.

### What is different about serving youth?

Youth Councils are no longer a required component of the local board. A youth committee may be established to assist in the identification of eligible providers of youth services for grants and contracts and engage in other activities in support of youth programs. Under WIOA 75% of youth funds must be spent on out-of-school youth. Also, 20% of Youth program funding must be used for work-based learning. One-stop operators must also make four additional program elements available to youth customers, and youth performance measures have changed.

## One-Stop System Changes

### Are there new required partners in the One-Stop system?

Yes, there are new required partner programs and also new optional partner programs.

### If so, who?

The two new required programs are: 1) Programs authorized under section 212 of the Second Chance Act of 2007 (42 USC 17532); and 2) Programs authorized under part A of title IV of the Social Security Act (42 USC 601, subject to paragraph (c). These programs are commonly known as offender re-entry programs and TANF, respectively.

The new optional programs are: 1) Programs carried out under section 112 of the Rehabilitation Act of 1973 (29 USC 732); 2) Employment and training programs carried out by the Small Business Administration; and 3) Employment, education, and training programs provided by public libraries

### What must be included in MOUs with partners?

Each MOU must contain a description of the services to be provided through the One-Stop system; how the costs of services will be funded—both operating and infrastructure costs; the methods of referrals between partners; and methods to

ensure that the needs of workers, youth, and individuals with barriers to employment are being met. In addition, MOUs must identify the amount of funding each partner will be contributing to infrastructure costs of the local one-stop system.

### **Who is responsible for providing infrastructure funding?**

All local required One-Stop partners must contribute infrastructure funding to the local system. The local board, chief elected officials, and one-stop partners must come to agreement on methods to fund infrastructure costs. If the local partners fail to reach agreement, the State will determine partner programs' contributions to a one-stop delivery system, based on the programs' proportionate use of the system, and the funds will be pooled in a state infrastructure fund.

### **What changes will take place with the operations of the one-stop system?**

WIOA states that one-stop operators shall be designated through a competitive process. Each local workforce development area must complete a competitive process and have the selected operator in place by July 1, 2017.

## **Planning**

### **What does it mean to have a “unified plan”?**

A “unified plan” is a single State plan that outlines a 4-year strategy for the core programs in WIOA, which are Adult, Dislocated Worker and Youth; Adult Education; Wagner-Peyser; and Vocational Rehabilitation.

### **What is a “combined plan”?**

A “combined plan” is a single State plan for the core programs as well as 1 or more optional programs, which could include all of the programs that are required to be part of the One-Stop system.

### **Which will Colorado develop?**

The Federal Government is strongly encouraging states to pursue the combined plan. Colorado will consider both options and gauge the benefits, pros and cons, and capabilities of completing each during the next several months. Colorado will also provide guidelines for local plans that reflect the type of state plan it will pursue.

## **Process and Timeline Questions Regarding WIOA**

## **When will the regulations be issued?**

Draft regulations were issued in April 2015 and Colorado submitted comments on areas of concern or points needed clarification. The final regulations are scheduled to be released in January 2016.

## **What is Colorado's timeline to implement WIOA?**

Activities are already underway to implement WIOA. The Colorado Workforce Development Council is leading the development of a detailed project and change management plan in partnership with all of the core programs. Overall, the work to implement changes will occur in three primary phases with some concurrent activities.

The first is the **Awareness/Desire** phase. During this phase all of those affected by WIOA will be made aware of what is changing, how it is changing, and when it is changing. An effort will be made throughout this process to enhance the desire to utilize the opportunities that exist with WIOA for Colorado to enhance its workforce development system and become a national model.

The second phase is **Knowledge**, during which it will be made clear how the changes required by WIOA will go into effect and what processes will be developed to implement the new requirements.

The third phase is **Ability**, during which the tools, vehicles, and training will be set up to allow new structures and WIOA guidelines to be implemented effectively at all levels.

## **Where can I go for more Colorado-specific resources?**

The CWDC has built a WIOA Implementation web site that can be found at <http://www.colorado.gov/cwdc/wioa>. This site will have up to date information on current activities, plans, approaching deadlines, and documents are tools developed for all partners involved in the implementation process.